A Self-Assessment Toolkit to Improve Economic Empowerment Programs for Survivors

Program Outcomes

# Economic Empowerment Outcomes List

## Overview

Economic empowerment programs are wide-ranging, and therefore the impacts on participants vary, ranging from increased feelings of safety to improved financial literacy to more stable housing. Program leaders often seek to understand the impact (or lack thereof) of their program on participants. Understanding program impacts/outcomes for participants can help program leaders to:

1. measure what is working and what is not,
2. make decisions to improve services,
3. enhance participant experiences, and
4. demonstrate impact to funders and other partners.

This section provides a list of outcomes associated with different types of economic empowerment programming.  If you are not sure what your intended program outcomes are, review the list of potential outcomes and identify the outcomes your program is most directly working toward.

This list is organized by types of programs and includes relevant outcome measures. This list is not exhaustive. You know your program best! Your specific program may be designed to achieve other outcomes that are not included in this list. The outcomes listed are ideas and may help you think through what your program achieves.

### Who is this resource for?

This resource is for organization and program leaders who are most familiar with the economic empowerment program. While it may be relevant for some crisis intervention services, it is likely to be more useful for longer-term services.

PROGRAM LEADERS

ORGANIZATIONAL LEADERS

LONG-TERM SERVICES

## Potential Outcomes Related to Economic Empowerment

**Outcomes** are the changes that may happen for participants as a result of participating in your program. Outcomes can be short-term (during or immediately after the program) or longer-term (months or years after the program).

The most meaningful outcomes are those that a**lign with your program's activities and with participants' own goals.** Your program will not focus on all of the outcomes below and this list may not include every outcome on which your program focuses. This list includes a number of potential outcomes organized by some common program types. You can use these outcomes or adapt them to fit your program as appropriate.

**Outcomes related to Crisis Intervention and Referral Services**

- Reduced economic abuse
- Increased knowledge of financial resources
- Increased knowledge of financial/resource management
- Increased knowledge of sources of help in the community
- Increased sense of control
- Increased access to public benefits
- Improved housing
- Improved housing stability
- Improved sense of safety
- Increased sense of hope
- Increased social support
- Increased quality of life

**Outcomes related to financial literacy services**

- Increased knowledge of financial resources
- Increased knowledge of financial/resource management
- Increased knowledge of sources of help in the community
- Increased access to formal financial/credit systems
- Increased sense of control
- Increased credit score
- Increased financial well-being
- Increased economic self-efficacy
- Increased economic self-sufficiency

**Outcomes related to asset building services**

- Increased credit score
- Increased savings
- Reduced debt
- Increased access to formal financial/credit systems
- Increased business ownership
- Increased home ownership

**Outcomes related to education support services**

- Improve literacy and quantitative skills
- Increased educational status
- Educational program or certification attainment

**Outcomes related to job skills and readiness services**

- Increased job skills
- Increased professional development skills
- Increased work readiness/skills
- Improved interview skills/self-efficacy
- Improved resume building skills/having a resume
- Increased job search network/networking skills
- Reduced perceived career barriers
- Improved career outlook
- Increased job/career satisfaction
- Increased confidence/self esteem
- Increased employment hope
- Increased knowledge of worker's rights

**Outcomes related to employment and related support services**

- Increased employment
- Increased job quality
- Increased job retention
- Increased job/career satisfaction
- Increased sense of safety at work
- Increased work experience
- Increased career-search self-efficacy
- Increased satisfaction with personal income
- Increased personal income
- Increased savings
- Reduced debt
- Reduced financial strain/hardship
- Increased quality of life

**Outcomes related to Legal-Financial Remedies**

- Increased knowledge of how to get compensation or restitution
- Criminal record expungement or vacatur
- Reduced debt through debt repair

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